



BEYOND THE ORGANIZATIONAL CHARTS

There is some new nomenclature associated with the restructuring that all should be familiar with:

“LEADERSHIP COUNCILS”

A Leadership Council represents a flexible and empowered intra-agency coordination tool to both define the rationale, tenets, and scope of *key cross-cutting development focus* areas and guide their execution. The Leadership Council model offers the ability to create a formal structure to enable high-level, cross-bureau guidance to certain technical focus areas that have a home in more than one operating unit, and their associated human and financial resource streams.

Key Functions of Leadership Councils in USAID:

- Support and coordinate budgetary recommendations
- Support and coordinate technical leadership
- Support and coordinate technical policy guidance
- Support and coordinate programmatic oversight

“CENTERS”

Centers in USAID provide Agency-wide support and services, technical leadership, core programming, coordination, and global engagement to advance a particular *key focus area or cluster* of areas that are high priorities for the Agency. Centers are the base of Agency technical leadership and expertise, providing fund and portfolio management, professional support for associated overseas staff and global engagement to advance high-priority key focus areas with significant Agency-wide importance. In cases where a focus area has both a leadership council and a center, the center would support the operations of the leadership council as the chair and secretariat.

Key Functions of Centers in USAID:

- Provide state-of-the art technical leadership to missions to achieve better results
- Manage core global programs necessary to achieve development results

“HUBS”

Hubs in USAID provide Agency-wide support and services, technical leadership, core programming, coordination, and global engagement to advance *focus areas that apply to all sectors*. Hubs coordinate staff in other operating units focused on the hub focus area(s). In cases where a focus area has both a leadership council and a hub, the hub would support the operations of the leadership council as the chair and secretariat.

Key Functions of Hubs in USAID:

- Assist the field and other Operating Units at all phases of the program cycle as well through professional development
- Global leadership and internal coordination
- Manage global programs to address and incentivize inclusion of focus areas